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ANDREW J. SIEGEL
VICE PRESIDENT
ASSISTANT GENERAL COUNSEL

May 1, 2009

Via UPS Courier

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Re: KCAL-TV, Los Angeles, California

To Whom It May Concern:

This is in response to the EEO program audit letter ("Letter") for KCAL-TV, Los Angeles, California ("KCAL") dated March 23, 2009. Although KCAL is combined in the EEO Public File Report with KCBS-TV, Los Angeles, California, we are providing information herein specific to KCAL. If the Commission would like additional data, please contact the undersigned and it will be provided.

Paragraph 3(a) of the Letter requires KCAL's two most recent EEO Public File Reports. Copies of the reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008 are attached as Exhibit 1. They are marked to show the positions that are specific to KCAL. KCAL's website is located at <http://cbs2.com/kcal> and the most recent EEO report is available by clicking on the EEO Public File link on the website at <http://cbs2.com/eeo>. The dates of hire are listed after the reports.

Paragraph 3(b) of the Letter requires, for the periods of August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008, dated copies of all advertisements, bulletins, letters, faxes, e-mails and other communications announcing positions. Attached as

Exhibit 2 are the 2006 – 2007 and 2007 – 2008 recruitment source lists and job postings and letters faxed or e:mailed by KCAL to organizations. Certain postings were kept open for extended periods of time while candidates were sought (e.g. the May 10, 2006 sales assistant posting, which was filled in November 2006; the February 15, 2007 Sr. Designer/Animation Manager position, which was posted both February 15, 2007 and July 23, 2007).¹

Paragraph 3(c) of the Letter requires a list of the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the periods of August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008. Attached as Exhibit 3 are Applicant Flow Logs for the period from 2006 – 2008 which include, among other data, a listing of the position interviewed for, the number of people interviewed and the referral source. The logs are numbered to match the positions in Exhibit 2.

Pursuant to 47 C.F.R. §§73.2080(c)(2) and (e)(3), as KCAL-TV had 327 full-time employees as of April 27, 2009, and Los Angeles, California's population is over 250,000, KCAL-TV is required to perform four initiatives during each two-year period. Paragraph 3(d) of the Letter requires "documentation demonstrating performance of recruitment initiatives" during the periods of August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008. Attached as Exhibit 4 are additional copies of Section 8 of the EEO Public File Reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008 which list all the supplemental recruitment measures done by KCAL.

Pending and resolved employment-related complaints against KCAL, as sought in Paragraph 3(e) of the Letter are attached as Exhibit 5.

In response to Paragraph 3(f) of the Letter, overall responsibility for KCAL's Affirmative Action Plan rests with its President & General Manager, who ensures that the plan complies with all applicable laws, orders and regulations, including but not limited to Executive Order 11246 and its progeny. Line and upper management share responsibility for the plan, including but not limited to assisting in auditing plan progress, including identifying problem areas, formulating solutions, and establishing appropriate goals. Attached as Exhibit 6 is an August 12, 2008 memo from Leslie Moonves, Chief Executive

¹ One position, for a Senior Research Analyst, which was first posted in June 2006, is missing the formal job notice. An e:mail which contains the job description is included as item number 23. However, the advertisement discussed in the e:mail was published after the job was filled. The Applicant Flow Log for the position is included as item 23 of Exhibit 3. Additionally, one individual listed on the 2006 – 2007 EEO Report as a Reporter/Translator was originally hired as a per diem in 1998 and, after discussions with the appropriate union, his position was re-classified as a staff position.

Officer of CBS Corporation, reminding all employees of, among other things, the importance of EEO. Pursuant to the CBS Corporation Business Conduct Statement ("CBS BCS") CBS expects "all managers, directors and supervisory personnel to make a personal commitment to practice and enforce the principles of our equal employment opportunity policy." (CBS BCS at page 10, copy attached as Exhibit 6, online at http://www.cbscorporation.com/our_company/ethics/index.php.) Additionally, KCAL's EEO policy is included on all internal and external job postings and advertisements (See e.g. the job posting examples in Exhibit 2). The policy is posted on bulletin boards accessible to employees and applicants and the EEO policy is covered as part of new hire orientation.

Paragraph 3(g) of the Letter seeks information on KCAL's efforts to analyze the effectiveness of its EEO recruitment program and address any deficiencies found. Each year, KCAL prepares an annual Affirmative Action Plan and, as part of that plan, analyzes its employment statistics. The station also analyzes all employment actions including hires, promotions and terminations. The station constantly strives to broaden its outreach efforts in order to increase the level of diversity in applicant pools. The President and General Manager has also established diversity goals which focus on increasing diversity at KCAL.

Paragraph 3(h) of the Letter requests a description of KCAL's efforts to periodically analyze its attempts to review various elements to ensure that they are not discriminatory and that they provide equal opportunity, including, among others, pay, benefits and seniority practices. Information on KCAL's coordination with unions on EEO policy matters is also requested. As noted above, KCAL annually prepares an Affirmative Action Plan and analyzes its employment statistics. This plan assesses KCAL's actions in the above elements, identifies deficiencies and provides remedies.

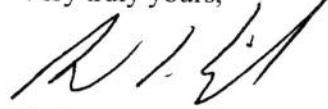
There are ten (10) collective bargaining units at KCBS/KCAL (International Brotherhood of Electrical Workers (Technicians Unit); International Brotherhood of Electrical Workers (News Support Unit); American Federation of Television and Radio Artists (Staff Newspersons); Writers Guild of America (Newswriters and Promo Writer/Producers); Directors Guild of America (Directors, Associate Directors/Stage Managers); International Alliance of Theatrical Stage Employees (IATSE); Local 706 (Make-up Artists and Hair Stylists); Local 33 (Stage Hands); Local 33 (Lighting Directors); Local 647 (Graphic Artists); Local 800 (Art Directors)). Each collective bargaining agreement has a no discrimination provision that allows the union involved to discuss, grieve and arbitrate discrimination issues. KCAL has not had any arbitrations in the past five years. When discrimination issues arise under the collective bargaining agreements, KCAL works with CBS's Human Resources department to investigate and resolve the disputes.

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May 1, 2009
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The Declaration of Patrick McClenahan, President and General Manager of KCBS/KCAL, is attached hereto and made a part hereof.

Please contact the undersigned if you have any further questions.

Very truly yours,



Andrew J. Siegel

cc: Lewis Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street S.W.
Washington, DC 20554

Patrick McClenahan, President/General Manager, KCAL-TV

KCAL-TV Public File

AJS:iag
Attachments
#72236



KCBS-TV • KCAL-TV 4200 RADFORD AVENUE, STUDIO CITY, CA 91604 (818) 655-2000

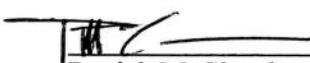
PATRICK McCLENAHAN
PRESIDENT & GENERAL MANAGER

PHONE: (818) 655-2020
FAX: (818) 655-2661
pmcclenahan@cbs.com

DECLARATION OF PATRICK MCCLENAHAN

Patrick McClenahan, under penalty of perjury, deposes and states:

1. I am President and General Manager of KCAL-TV.
2. I have reviewed the attached response to the Federal Communications Commission Random EEO Audit Letter ("Audit Letter Response") being submitted herewith, based on information supplied by Maggie Seranno, Payroll/Human Resources Manager, KCBS-TV/KCAL-TV, Mark Engstrom, Senior Vice President and Associate General Counsel, Labor and Employment Relations, CBS Broadcasting Inc., and Leon Schulzinger, Senior Vice President, Labor Relations, CBS Broadcasting Inc.
3. To the best of my knowledge, information and belief, all the information contained in this Audit Letter Response is true and correct.



Patrick McClenahan

Dated: 4.29.08

Exhibits to KCAL-TV, Los Angeles, California Response to FCC Random EEO Audit

May 1, 2009

- Exhibit 1: EEO Public File Reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 – July 31, 2008.
- Exhibit 2: 2006 – 2007 and 2007 – 2008 Recruitment Source Lists; Sample Job Postings.
- Exhibit 3: Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the periods of August 1, 2006 – July 31, 2007 and August 1, 2007 - July 31, 2008.
- Exhibit 4: Section 8 of the EEO Public File Reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 – July 31, 2008 listing all the supplemental recruitment measures done by KCAL.
- Exhibit 5: Pending and resolved employment related complaints against KCAL, including data for KCBS and for cases reported by KCAL's prior owner, Young Broadcasting.
- Exhibit 6: August 12, 2008 Leslie Moonves memo to all CBS Corporation employees; CBS Business Conduct Statement, page 10.

Exhibit 1

EEO Public File Reports dated August 1, 2006 – July 31, 2007 and August 1, 2007 – July 31, 2008

EEO Public File Report dated August 1, 2006 – July 31, 2007

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2006 to July 31, 2007.

Employment Unit: CBS Broadcasting, Inc. / Los Angeles Television Station KCAL LLC

Unit Members (Stations and Communities of License): KCBS / KCAL Los Angeles, California

EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: 818 655-2024
KCBS / KCAL 4200 Radford Avenue Studio City, CA 91604	Contact Person: Maggie Serrano E-mail Address: mserrano@cbs.com

List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Account Executive – KCAL
2. Account Executive – KCBS
3. Photographer - KCBS
4. Account Executive – KCAL
5. Art Director - KCBS
6. Administrative Assistant – KCBS
7. Accounts Payable Clerk – KCBS
8. IT Manager - KCBS
9. Sales Assistant – KCBS
10. Sales Assistant – KCAL
11. Website Producer – KCBS
12. Research Analyst - KCBS
13. RX/NF Supervisor - KCBS
14. Reporter/Translator – KCBS/KCAL
15. Reporter - KCBS
16. Designer/3D Animator – KCBS/KCAL
17. Reporter - KCBS
18. Sales Assistant – KCAL
19. Sales Assistant – KCAL
20. Sales Assistant – KCBS
21. Sales Assistant – KCBS
22. Reporter - KCBS
23. Reporter - KCBS

Job Title: **Account Executive – KCAL**
 Vacancy #1

Referral Source(s) of Hires: **Internet Posting-www.spotsndots.com**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Marla Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Account Executive – KCBS
Vacancy # 2

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Balboa Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11523 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 5 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.eib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Photographer- KCBS
Vacancy # 3

Referral Source(s) of Hires: Internet Posting-www.cbs2.com

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St. #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department - West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP - Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndgts.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilier	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Account Executive– KCAL
Vacancy #4

Referral Source(s) of Hires: Client Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6873	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-5870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.ajb.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Art Director – KCBS
Vacancy # 5

Referral Source(s) of Hires: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 982-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 . LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **Administrative Assistant – KCBS**
Vacancy # 6

Referral Source(s) of Hires: **Temp Agency-KForce**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	16111 Nordhoff St. #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91105	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Sta 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **Accounts Payable Clerk – KCBS**
 Vacancy # 7

Referral Source(s) of Hires: **Helpmates Staffing**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.ajb.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **IT Manager – KCBS**
Vacancy # 8

Referral Source(s) of Hires: **Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department - West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91105	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **Sales Assistant– KCBS**
Vacancy # 9

Referral Source(s) of Hires: **Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91105	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2830 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Sales Assistant – KCAL
Vacancy # 10

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafem Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.ajb.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Website Producer – KCBS
Vacancy # 11

Referral Source(s) of Hiree: Internal Job Board

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drve, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dnj.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Research Analyst– KCBS
Vacancy # 12

Referral Source(s) of Hires: Employee Referral KCBS-2-TV

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Marla Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave. Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 5 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dnj.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: RX/NF Supervisor – KCBS
Vacancy # 13

Referral Source(s) of Hires: Internet Posting-www.cbs2.com

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Marla Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St. #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9560	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.ajb.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Reporter/Translator – KCBS/KCAL
Vacancy # 14

Referral Source(s) of Hires: Union Ratification

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 795-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 5 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Reporter – KCBS
Vacancy # 15

Referral Source(s) of Hires: Internal Transfer

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafem Watkins	1849 Sawtelle, Ste 543 , LA, CA, 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entrepreneurcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Designer/3D Animator– KCBS/KCAL
Vacancy # 16

Referral Source(s) of Hiree: www.cbs2.com

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Reporter – KCBS
Vacancy # 17

Referral Source(s) of Hires: Internal Posting-CBS Job Board

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **Sales Assistant– KCAL**
Vacancy # 18

Referral Source(s) of Hires: **Employee Referral KCBS-2-TV**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St., #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91108	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: **Sales Assistant – KCAL**
 Vacancy # 19

Referral Source(s) of Hiree: **Client Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latnce Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 795-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Sales Assistant – KCBS
Vacancy # 20

Referral Source(s) of Hiree: Client Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Marla Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St. #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacific Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Sales Assistant – KCBS
Vacancy # 21

Referral Source(s) of Hires: Client Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.cajobs.ca.gov	Website	Website	Website	No
www.ajb.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No

Job Title: Reporter – KCBS
Vacancy # 22

Referral Source(s) of Hires: Employee Referral KCBS-2-TV

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification (Yes or No)
American Women in Radio	Maria Brenanan	8405 Greensboro Drive, McLean, VA 22102	(703) 506-3290	No
Asian American Economic Dev.	Van Truong	216 W. Garvey #E, Monterey Park, CA 91754	(626) 572-6533	No
Asian American Studies Center	Dennis Arguelles	3230 Campbell Hall, 405 Hilgard, LA, CA, 90095	(310) 825-2974	No
CA Chicano News Media Assoc	Julio Moran	USC, 300 Grand Ave, Ste. 950, LA, CA 90071	(213) 437-4408	No
Cal State Career Center	Job Referral	18111 Nordhoff St, #105, Northridge, CA 91330	(818) 677-2878	No
Center for Language Minority Education and Research	Leticia Collins	1250 Bellflower, Long Beach, CA 90840	(562) 985-5806	No
Crenshaw Job Service	Yolanda Dodd-Lyons	5401 Crenshaw Boulevard, LA, CA 90043	(323) 290-5100	No
Employment Development Department – West LA	Job Desk	4800 Freshman Drive, Culver City, CA 90230	(310) 287-4310	No
Experience Unlimited (Employment Development Department)	Job Desk	933 S. Glendora, West Covina, CA 91790	(626) 814-8291	No
Hispanic Americans for Fairness in the Media	Esther Renteria	1304 W. Beverly Blvd. #102, Montebello, CA 90640	(323) 726-1558	No
Institute for Women in Trades, Technology and Science	Donna Milgram	1150 Ballena Blvd, Ste. 102, Alameda, CA 94501	(510) 749-0200	No
Los Angeles Urban League	Marcus Wilder	3450 Mount Vernon Drive, LA, CA 90008	(323) 299-9660	No
Mexican American Opportunity Foundation	Claudia Rufino	401 N. Garfield Ave, Montebello, CA 90640	(323) 890-9600	No
NAACP – Los Angeles	Vacie Thomas	3910 MLK Blvd., Suite 202, LA, CA 90028	(323) 296-2630	No
North San Fernando Valley Job Service	Chris Brager	11623 Glen Oaks Boulevard, Pacoima, CA 91331-1050	(310) 287-4310	No
Southern California Indian Center	Frank Lucero	10175 Slater Ave, Fountain Valley, CA 92708	(714) 962-6673	No
West Hollywood Career Center	Job Desk	8300 Santa Monica Blvd, West Hollywood, CA 90069	(323) 848-6400	No
Women at Work	Latrice Dixon	50 N. Hill Ave, Suite 300, Pasadena, CA 91106	(626) 796-6870	No
Pacifico Employment Agency	Martha Rodriguez	1111 W. 6 th Street, Suite 101, LA, CA 90098	(213) 481-0103	No
www.spotsndots.com	April Causey	Website	888-884-2630 x1	Yes
Southern California Broadcasters Association	Lafern Watkins	1849 Sawtelle, Ste 543 , LA, CA 90025	(310) 444-1412	No
www.cbscareers.com	Alex Aguilar	Website	Website	No
www.caljobs.ca.gov	Website	Website	Website	No
www.aib.dni.us	Website	Website	(877) US-2JOBS	No
www.entertainmentcareers.net	Website	Website	Website	Yes
www.cbs2.com	Website	Website	Website	No